

CURRICULUM VITAE

JEFF SCOTT OLSON

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EMPLOYMENT HISTORY

Professional Employment History:

1999-present	The Jeff Scott Olson Law Firm, S. C.
1994-1999	Solo Practitioner
1987-1994:	Member, Julian, Olson & Lasker, S.C.
1980-1987:	Member, Julian & Olson, S.C.
1979-1980:	Member, Julian, Olson & Crandall, S.C.
1976-1979:	Associate, Julian & Associates, S.C.

Pre-professional Employment History:

Law Clerk, Julian & Associates, 330 E. Wilson St., Madison, WI 53703, part-time 1975-1976

Law Clerk, Garvey, O'Brien, Anderson and Kelly, 204 E. Grand Ave., Eau Claire, WI 54701, Summer, 1975

Law School Project Assistant to Professor Stuart G. Gullickson, 1973-1974, Summer, 1974, 1974-1975

Private Banjo Instructor, 1975-1976



Banjo Instructor, "Pickin' and Grinnin'" Workshops, 1974-1984

Private Guitar Instructor 1973-1975

Madison YMCA's Guitar Instructor, 1973-1974

Machine Operator, Bush Bros. Cannery, Augusta, WI Summers of 1970, 1971, 1972

Part-time Worker, U.W. Hospitals Food Service, 1971-1972

Editor, The Augusta Free Press, summer, 1970

Computer Program Documenter, Casa Lee, San Juan, Puerto Rico, Summer, 1969

Other Part-time or Short-term Work: Printer's Devil, Swimming Instructor, Farm Worker, Performing Musician

EDUCATION

Legal Education: University of Wisconsin, 1973-1976

Degree: J.D. 1976

Activities: Founding Member, Madison Folk Music Society, 1974-1976

Chairman of the Board of Governors, Warren Gamaliel Harding Memorial Foundation, Inc. (a historical and social organization and a Wisconsin non-profit corporation), 1969-1976

Member, "The Backwoods Revival" (a semi-professional bluegrass and old-time string band) 1973-1976

Assistant to the Program Chairman, Dane County Bar Association, 1974-1975

Graduate Education: Yale University, 1972-1973

Major: Sociology

Activities: Member: New Haven Folk Music Society

Member: "The Overnight String Band"

Undergraduate Education: University of Wisconsin at Madison, 1968-1972

Degree: B.A. with Honors, 1972

Major: Sociology

Activities: U.W. Fencing Squad, 1968

U.W. Percussion Ensemble, 1969-1971

President, U.W. Folk Arts Society, 1972

High School Education: Augusta High School, Augusta, Wisconsin, 1964-1968

Activities: Almost all, including forensics, music, journalism, and athletics;
several offices.

Honors
and

Awards: National Merit Scholar, 1968

United States Presidential Scholar, 1968

BAR ADMISSIONS

Federal Courts of Last Resort

Supreme Court of the United States, 1979

Federal Courts of Appeals

United States Court of Appeals for the Seventh Circuit, 1977

United States Court of Appeals for the Eighth Circuit, 1977

Federal District Courts

United States District Court for the District of Minnesota, 2008

United States District Court for the Central District of Illinois, 2008

United States District Court for the Northern District of Illinois, 2000

United States District Court for the District of Arizona, 1990

United States District Court for the Eastern District of Wisconsin, 1977

United States District Court for the Western District of Wisconsin, 1976

State Courts of Last Resort

Supreme Court of the State of Wisconsin, 1976

HONORS, ACTIVITIES AND MEMBERSHIPS

Honors and Awards:

1986: "Volunteer Attorney of the Year -- 1986," ACLU of Wisconsin Foundation

1988: "Fair Housing Advocate Award" [with Percy L. Julian, Jr.], Fair Housing Council of Dane County

1994: "Best Civil Rights Lawyer in Madison" [tie with Michael R. Fox], Madison Magazine

2007 Inducted as a Fellow of the National College of Labor and Employment Lawyers

2010 "Most Decisive Victory of the Year," Wisconsin Employment Lawyers Association

2013 Best Lawyers' 2014, Madison, Litigation - Labor & Employment, "Lawyer of the Year"

2013 Dane County Criminal Defense Lawyers Association, "Warrior of the Year"

2014 Top 25 Lawyers, Madison Magazine

Offices:

1990-91 Chair, State Bar of Wisconsin Individual Rights Section

1986-92 Editor, "RIGHTS," the State Bar of Wisconsin Individual Rights Section Newsletter

1985-88;

2010-2012:

2019 - Member, Governing Council, State Bar of Wisconsin Civil Rights and Civil

Liberties Rights Section

1989-95 Managing Attorney; 1985-1989: Director of Recruiting and Training, Unemployment Compensation Appeals Clinic, Madison, Wisconsin

Activities:

1977-89 Coordinator (for Monona Grove High School) Wisconsin Bar Foundation's "Project Inquiry" (provided attorney-speakers for high school classes)

1977-90 Supervising Attorney, University of Wisconsin Law School Community Law Office (volunteer law student legal aid)

1991 Member, Wisconsin Bicentennial Committee on the Constitution

1991 Member, State Bar Bill of Rights Committee

Biographical Listings:

1989-Present The Best Lawyers in America

2005-Present Wisconsin Superlawyers

Biographical Articles:

Doug Moe, "Jeff Olson, A Courtroom Tiger but a Nice One," 31 Madison Magazine, No. 8, 13 (August, 1989).

Chuck Nowlen, "Michael Fox and Jeff Scott Olson," in "Top Lawyers: Dane County Attorneys Pick the Best of Their Peers," 36 Madison Magazine, No. 1, 28 (January, 1994).

Sheridan Glen, "Ode to Papa," Madison Magazine (December, 2002).

Doug Moe, "Jeff Scott Olson: A Civil Rights Crusader," Madison Magazine (December, 2017).

Other Selected Articles:

Larry Kaplan, "Club Owner Scores Legal Victory with 'Charm and Patience,'" Exotic Dancer's Club Bulletin (May 2009) 68-69.

Selected Current or Past Professional Memberships:

American Bar Association; Bar Association of the Seventh Circuit; State Bar of Wisconsin; Dane County Bar Association; National Association of Criminal Defense Lawyers; American Trial Lawyers Association; First Amendment Lawyers Association, Wisconsin Academy of Trial Lawyers, Dane County Criminal Defense Lawyers Association; Wisconsin Employment Lawyers Association

PUBLICATIONS

Professional Publications:

"Permanent Disability Evaluation under the Wisconsin Worker's Compensation Law," 53 Wis. Bar Bull. 14 (October, 1980)

"Effective Use of Expert Testimony in the Defense of Drunk Driving Cases," 54 Wis. Bar Bull. 17 (December, 1981)

"Truth in Billing," 69 ABA Journal 1344 (October, 1983)

"Protection, Persuasion and Proof: Toward a Model Civil Rights Retainer Agreement for the 90s," in 3 Civil Rights Litigation and Attorneys' Fees Annual Handbook (Lobel and Wolvovitz, eds., Clark Boardman, 1987).

"Contingency Enhancements of Attorneys' Fee Awards: the Lower Courts Respond to Delaware Valley II," in 5 Civil Rights Litigation and Attorneys' Fees Annual Handbook (Wolvovitz, Ed., Clark Boardman, 1989)

"The New Orthodoxy in the Law of Attorneys' Fees Awards," in 6 Civil Rights Litigation and Attorneys' Fees Annual Handbook (Wolvovitz, ed., Clark Boardman, 1990)

"A New Model Retainer Agreement for Civil Rights Cases: Nailing Things Down on Settled Ground," in 7 Civil Rights Litigation and Attorneys' Fees Annual Handbook (Wolvovitz, ed., Clark Boardman Callaghan, 1991)

Margaret Coullard and Jeff Scott Olson, A Comparative Study of the Procedural Effectiveness of State Employment Discrimination Laws and the Relationship Between Strong Employment Discrimination Laws and Strong State Economies (State Bar of Wisconsin Individual Rights and Responsibilities Section, 1991)

"Seeing No Evil: The Metastases of Qualified Immunity 1991-1992," in 8 Civil Rights Litigation and Attorneys' Fees Annual Handbook (Wolvovitz, ed., Clark Boardman Callaghan, 1992)

"A Step Toward Procedural Equality for Civil Rights Claimants: The Supremes Nix "Heightened Pleading" in Monell Cases," in 9 Civil Rights Litigation and Attorneys' Fees Annual Handbook, (Saltzman and Wolvovitz, eds., Clark Boardman Callaghan, 1993)

"Trial of Employment Discrimination Cases" in Employment Discrimination, 18-1 (Merrick Rossein, author and editor, 1993)

"Model Retainer Agreement" in Employment Discrimination, App. Q-1 (Merrick Rossein, author and editor, 1993)

"Bunglers at the Gates: A Fractured Court Fumbles the Right to be Free from Criminal Prosecution Absent Probable Cause," in 10 Civil Rights Litigation and Attorneys' Fees Annual Handbook, (Saltzman and Wolvovitz, eds., Clark Boardman Callaghan, 1994)

"A Simpler Model Retainer Agreement for Civil Rights Cases," in 11 Civil Rights Litigation and Attorneys' Fees Annual Handbook, (Lobel and Saltzman, eds., Clark Boardman Callaghan, 1995)

"How Do You Mend a Broken Heart? Damages for Emotional Injuries in Civil Rights Actions," in 14 Civil Rights Litigation and Attorneys' Fees Annual Handbook, (Saltzman, ed., West Group, 1999)

"A Model Retainer Agreement for Twenty-First Century Civil Rights Lawyers," in 19 Civil Rights Litigation and Attorneys' Fees Annual Handbook, (Saltzman, ed., West, 2003)

"The Retainer Agreement in the Modern Plaintiffs' Civil Rights Litigation Practice," in 25 Civil Rights Litigation and Attorneys' Fees Annual Handbook, (Saltzman and Wolvovitz, eds., Thompson Reuters, 2009)

"Ever Farther from the Path – Recent Decisions on Attorneys' Fees Awards" in 27 Civil Rights Litigation and Attorneys' Fees Annual Handbook, (Saltzman, ed., Thompson Reuters, 2011)

"A Model Attorneys' Fees Application" in 28 Civil Rights Litigation and Attorneys' Fees Annual Handbook, (Saltzman, ed., Thompson Reuters, 2012)

"The Role of Quantitative Evidence from the Private Market in Determining the Amounts of Fee-Award Reductions on Account of the Amount at Stake and the Results Obtained," in 29 Civil Rights Litigation and Attorney Fees Annual Handbook, 266 (Steven Saltzman, ed., Thompson Reuters, 2013).

"The Deadly Sins of Fee Litigation -- Three Lessons from a Recent Case," in 30 Civil Rights Litigation and Attorney Fees Annual Handbook, (Steven Saltzman, ed., Thompson Reuters, 2014).

"Cavalcade of Lunacy: Attorneys' Fee Applicants Continue to Ignore the Elements of Effective Supporting Affidavits," in 31 Civil Rights Litigation and Attorney Fees Annual Handbook, (Steven Saltzman, ed., Thompson Reuters, 2015).

"Where the Edge Is: Attorneys' Fees Before Judgment, and for Post-Judgment Work, and for Nominal Damages," in 32 Civil Rights Litigation and Attorney Fees Annual Handbook, (Steven Saltzman, ed., Thompson Reuters, 2016).

"A Mature Model Retainer Agreement with Some New Wrinkles For Lawyers Representing Plaintiffs Under Fee-shifting Statutes" in 33 Civil Rights Litigation and Attorney Fees Annual Handbook, (Steven Saltzman, ed., Thompson Reuters, 2017).

"Honoring – More or Less – the Strong Presumption that the Lodestar is the Correct Award -- Recent Decisions on Attorney's Fees Awards," in 34 Civil Rights Litigation and Attorney Fees Annual Handbook, (Steven Saltzman, ed., Thompson Reuters, 2018).

"The Ethics of Contingent-Fee Retainer Agreements that Permit Counsel to Recover the Greater of Either a Percentage Fee or an Enhanced Hourly Fee in Civil Rights Cases," in 35 Civil Rights Litigation and Attorney Fees Annual Handbook, (Steven Saltzman, ed., Thompson Reuters, 2019).

"Significant Fee Awards for Small Damages Recoveries in Civil Rights and Public Interest Cases as a Necessary Vaccine Against Small Damages Violations," in 36 Civil Rights Litigation and Attorney Fees Annual Handbook, (Steven Saltzman, ed., Thompson Reuters, 2020).

Other Publications:

"Why There's No Justice in America," 7 Isthmus No. 35, 29 (August 27, 1982) [review of The Best Defense by Alan M. Dershowitz]

"Drinking and Driving - A Defense Lawyer Tells an Unpopular Story," 9 Isthmus No. 28, 1 (July 13, 1984), excerpts also published as "Why Go to Court for a Drinking Driver?", Cleveland Plain Dealer (August 1, 1984), and "A Matter of Defense," The Cincinnati Inquirer (August 11, 1984)

"Crandall for the Defense -- A Look Back at the Beginning of a Brilliant Career," 23 Isthmus No. 41, 1 (October 7, 1988)

"Sexual Harassment Law Outdated," Wisconsin State Journal (October 20, 1991)

"Now the real effort for justice in the courts begins for Tony Robinson's family," Wisconsin State Journal (May 13, 2015)

"I want a judge who gives the underdog a fair shot at justice," Wisconsin State Journal (April 2, 2016)

"Andrea J. Farrell and Jeff Scott Olson, "No dishonor in reasonable settlement of Tony Robinson case," Wisconsin State Journal (March 4, 2017)

Published Photographs:

Photograph of Sarah Crandall in Moe, D., "Sarah Crandall -- One of Madison's Best Criminal Defense Lawyers," 29 Madison Magazine, No. 3, 77 (March, 1987)

Photograph of George Blair in "Beloved Bartender Blair Leaves Behind Memories," Wisconsin State Journal, Madison, Wisconsin, (July 18, 1988)

Photograph of John Simon in "Irish Bars of Madison," Madison Magazine (March, 1993)

Photographs of Chuck Nowlen in "Cheating Death in Omro," Madison Magazine (August, 1993)

Photograph of Willow Bacon in "Under the Needle," Madison Magazine (March, 1994)

In Progress:

Starting Out Right on the Banjo -- Frailing from Scratch

LEGISLATIVE TESTIMONY

December 8, 1987	Testimony on behalf of the Individual Rights Section of the State Bar of Wisconsin before the Wisconsin Assembly Judiciary Committee on AB 175 (obscenity).
November 15, 1989	Testimony on behalf of the Individual Rights Section of the State Bar of Wisconsin before the Wisconsin Assembly Colleges and Universities Committee, Small Business Employment and Training Committee, and State Affairs Committee on Sex Harassment
November 20, 1989	Testimony before the Wisconsin Assembly Judiciary Committee on 1989 Assembly Bill 637 (Civil Rights)
February 19, 1990	Testimony before the Wisconsin Senate Committee on Aging, Banking, Commercial Credit and Taxation on Resuscitation in

Nursing Homes

May 7, 1991 Testimony on behalf of the State Bar of Wisconsin Individual Rights Section before the Wisconsin Senate Judiciary Committee and the Wisconsin Assembly Elections and Constitutional Law Committee on 1991 Senate Bill 1 and 1991 Assembly Bill 192 (Private Right of Action for Civil Rights Violations)

EXPERT TESTIMONY

June 11, 1990 Testimony for the defense in Acharya v. Carroll, Case No. 86-CV-6941, in the Circuit Court for Dane County, Wisconsin, legal malpractice, verdict for defense.

SPEECHES, PRESENTATIONS AND APPEARANCES

March, 1979 Radio Panelist, "Housing Discrimination in Madison", an hour-long informational call-in show broadcast live on WHA Radio, Madison

September, 1979 Speaker, "Permanent Disability Evaluations in Worker's Compensation Law," A combined program for University of Wisconsin Medical School, Department of Rehabilitation Medicine, and the University of Wisconsin Hospitals' Vocational Evaluation and Counseling Service

November 14, 1980 Speaker, "Wage Discrimination in Employment Under Title VII of the Civil Rights Act of 1964 as Amended -- A Discussion of Pay Inequity," United States Equal Employment Opportunity Commission Fifteenth Anniversary Program, Milwaukee, Wisconsin

November 14, 1980 Television Panelist, "For the Record, In Brief -- Equal Opportunity Day," WMVF-TV, Milwaukee, Wisconsin

December 18, 1980 Speaker, "Law as a Career," Guidance Institute for Talented Students, School of Education University of Wisconsin at Madison

June 9-10, 1981 Lecturer, "Defending Speeding and Drunk Driving Cases," State Bar of Wisconsin Advanced Training Seminar - Continuing Legal Education, Madison, Milwaukee, Wisconsin

March 1, 1982	Radio Panelist, "Wisconsin Issues Forum -- Pornography and Civil Rights," WHA Radio, Madison, Wisconsin
November 15, 1982	Television Panelist, "Innervisions -- The Experience of Filing a Racial Discrimination Complaint," Cable 4 Television, Madison, Wisconsin
February 17, 1983	Speaker, "Public Interest Law and the Private Market," a conference sponsored by the University of Wisconsin Law School Placement Office and the Public Interest Law Students Association, Madison, Wisconsin
June 15, 1983, September 15, 1983	Trainer, Equal Opportunity Advocates, University of Wisconsin Law School, Madison, Wisconsin
January 17, 1984	Lecturer, "Wisconsin Labor and Employment Law Update," National Business Institute, Appleton, Wisconsin
March 23, 1984	Lecturer, "Blowing Them Out with Your Expert" in "Winning Wisconsin Drunk Driving Cases -- Beating Big Brother in 1984", National Legal Seminars, Inc., Madison, Wisconsin
January 24, 1985	Lecturer, "Mr. Green Comes Home -- Awards of Attorneys' Fees in Civil Rights Cases After <u>Thompson</u> , <u>Watkins</u> , <u>Henry</u> , <u>Hensley</u> and <u>Blum</u> ," State Bar of Wisconsin Individual Rights Section, Milwaukee, Wisconsin
February 20, 1985	Lecturer, "Improving Your Hearing Strategy: A Mock U.C. Hearing," Unemployment Compensation Appeal Clinic, Madison, Wisconsin
April 20, 1985	Lecturer, "Trial of Free Speech Cases Under the Wisconsin Constitution," at the 1985 WCLUF Litigation Conference, Wisconsin Civil Liberties Union Foundation, Milwaukee, Wisconsin

November 8, 1985	Lecturer, "The Ten Commandments of Compensation: How to Ensure Adequate Attorneys' Fees Awards in Civil Rights Cases," at the Civil Pro Bono Seminar, United States District Court for the Eastern District of Wisconsin, Milwaukee, Wisconsin
June 26, 1986	Lecturer, "Mr. Green Goes to the Hospital -- Nascent Developments in Attorneys' Fees Jurisprudence," State Bar of Wisconsin Individual Rights Section, Fontana, Wisconsin
November 1, 1986	Lecturer, "Protection, Persuasion and Proof: Toward A Model Retainer Agreement for the '90s," NAACP Legal Defense and Educational Fund, Inc., Lawyers' Institute, Airlie, Virginia
November 6-7, 1986	Lecturer, "Suing and Defending the Government," CES Education Services, Madison and Milwaukee, Wisconsin
June 10, 1987	Lecturer, "Understanding Mr. Green: A Litigator's Approach to Attorneys' Fees Jurisprudence," National Association of Protection and Advocacy Systems, Washington, D.C., Annual Conference
December 9, 1987	Lecturer, "Section 1983 in 1988: What Criminal Lawyers Will Need to Know," Dane County Criminal Defense Lawyers Association, Madison, Wisconsin
October 11, 1988	Lecturer, "Equal Employment Opportunity and Cultural Diversity Awareness Management Training Program," Odom & Associates, Inc., for the Milwaukee Metropolitan Sewerage District, Milwaukee, Wisconsin
October 21, 1988	Lecturer, "Contingency Enhancements of Attorneys' Fees Awards: Mr. Green is Alive and Well and Living in <u>Delaware Valley II</u> ," Civil Rights Advocacy in the Post-Reagan Era, Wisconsin ACLU and State Bar of Wisconsin Individual Rights Section, Milwaukee, Wisconsin
November 14, 1988	Panelist, "Racism and the Law: Rights, Wrongs and Remedies," National Lawyers' Guild and Wisconsin Black Lawyers' Association, Madison, Wisconsin

April 14, 1989	Lecturer, "Working with Lawyers in Proving Violations of the Fair Housing Laws," Fair Housing Staff Training Legal Seminar on the Fair Housing Act Amendments of 1988, a seminar for the staffs of several Wisconsin fair housing councils sponsored by Julian, Olson & Lasker, S.C., Madison, Wisconsin
April 27, 1989	Speaker, "An Attorney's Perspective on How to be a Good Witness," Metropolitan Milwaukee Fair Housing Council Annual Tester Social, Metropolitan Milwaukee Fair Housing Council, Milwaukee, Wisconsin
November 20-21, 1989	Lecturer, "Concurrent State Court Jurisdiction Over Federal Employment Litigation -- The Wisconsin Courts Are Open," State Bar of Wisconsin Labor Law Section, Madison and Milwaukee, Wisconsin
December 6, 1989	Lecturer, "Worker's Compensation in Wisconsin-- Issues and Answers," National Business Institute, Inc., Madison, Wisconsin
June 20, 1990	Lecturer, "Mr. Green in State Court: Retainer Agreements and Attorneys' Fees Awards," State Bar of Wisconsin Individual Rights Section, Oshkosh, Wisconsin
June 21, 1990	Lecturer, "Tort Litigation against the Government: State Law Causes of Action," State Bar of Wisconsin Government Lawyers Division, Oshkosh, Wisconsin
September 14, 1990	Lecturer, "Attorneys' Fees Awards," Institute of Continuing Legal Education in Georgia and Atlanta Chapter National Lawyers Guild Fifth Annual Seminar: Litigation Under 42 U.S.C. § 1983: Litigation of a § 1983 Case, Start to Finish, Atlanta, Georgia
September 15, 1990	Lecturer, "The Civil Rights Act of 1990 and the Americans with Disabilities Act," National Lawyers Guild Southern Regional Conference, Atlanta, Georgia

November 30, 1990	Lecturer, "Hot Potatoes Today: Problem Recognition in the Employment Discrimination Arena," Wisconsin Academy of Trial Lawyers 1990 Winter Seminar and Annual Meeting, Milwaukee, Wisconsin
March 14, 1991	Luncheon Speaker: "Right to Privacy v. Freedom of Information," Women in Communications, Inc., Madison, Wisconsin
May 4, 1991	Panelist, "A Public Forum on the Proposed Civil Rights Act of 1991," Madison Branch, National Association for the Advancement of Colored People, Madison, Wisconsin
September 27, 1991	Lecturer, "Section 1983 in State Court: A Start to Finish Demonstration," American Civil Liberties Union of Wisconsin, Individual Rights and Responsibilities Section, State Bar of Wisconsin, and Wisconsin Association of Minority Attorneys, Milwaukee, Wisconsin
June 24, 1992	Lecturer, "Plaintiffs' Counsel's Perspective on Handicap Discrimination Litigation: Choice of Law and Choice of Forum" in The Americans With Disabilities Act in Wisconsin, Professional Education Systems, Inc., Madison, Wisconsin
September 25, 1992	Lecturer, "Litigation Under the Civil Rights Act of 1991 and the Americans With Disabilities Act: A Start to Finish Demonstration," The Individual Rights and Responsibilities Section of the State Bar of Wisconsin, The American Civil Liberties Union of Wisconsin Foundation, The Wisconsin Association of Minority Attorneys, and The Wisconsin Employment Lawyers Association, Milwaukee, Wisconsin
October 2, 1992	Lecturer, "Personnel Law Update 1992," Council on Education in Management, Madison, Wisconsin
October 10, 1993	Lecturer, "Personnel Law Update 1993," Council on Education in Management, Madison, Wisconsin
January 27, 1994	Lecturer, "Practical Implications of the New Civil Rights Act--Winning Maximum Results," State Bar of Wisconsin Midwinter Convention, Milwaukee, Wisconsin

February 25, 1994	Lecturer, "The Law of Damages in Civil Rights Cases," Individual Rights and Responsibilities Section of the State Bar of Wisconsin, The American Civil Liberties Union of Wisconsin Foundation, and The Wisconsin Employment Lawyers Association, Milwaukee, Wisconsin
September 29-30, 1994	Lecturer, "Analysis and Implications of the Recent Supreme Court Case, <u>Lindas v. Cady</u> , 183 Wis. 2d 547 (1994), State Bar of Wisconsin, Labor and Employment Law Section CLE Luncheon Meeting, Milwaukee and Madison, Wisconsin
November 15, 1994	Lecturer, "How to Assess Damages under the Civil Rights Act of 1991," ABA/EEOC Liaison Committee, Milwaukee, Wisconsin
November 29, 1994	Lecturer, "Litigating in the Administrative Forum: Pitfalls for the Unwary Practitioner," Dane County Bar Association, Madison, Wisconsin
September 19, 1996	Lecturer, "Dancing with Mr. Green: How to Streamline the Judicial Role in Attorneys' Fees Disputes by Getting the Lawyers to do Their Jobs," Supreme Court of Wisconsin Director of State Courts 1996 Civil Law Seminar for Wisconsin Judges, Appleton, Wisconsin
January 25, 1996	Lecturer, "The Cow that Ate the Courthouse -- Worker's Compensation Exclusivity's Limits as Seen Through A New <u>Lentz</u> ," State Bar of Wisconsin Mid-Winter Convention, Milwaukee, Wisconsin
March 7, 1997	Lecturer, "Issue and Claim Preclusion," State Bar of Wisconsin Individual Rights and Responsibilities Section, American Civil Liberties Union Foundation of Wisconsin, and Wisconsin Employment Lawyers Association Annual Civil Rights Seminar: <i>All Rise for the Jury</i> , Madison, Wisconsin

December 4, 1997	Moderator/Panelist, "Effective Use of A Private Investigator in a Litigation Practice," National Legal Seminars, Inc., Madison, Wisconsin
February 10, 1998	Lecturer, "How to Select Cases You Won't Live to Regret," Legal Association for Women, Madison, Wisconsin
June 25, 1998	Lecturer, "'That's Mint Green to You': Dancing into the Twenty-First Century with the Perennial Millennial Mr. Green -- Bedrock Principles of Fee Eligibility and Fee Computation," State Bar of Wisconsin Public Interest Law Committee, Lake Geneva, Wisconsin
May 18, 1999	Speaker, "Current Issues Affecting Local Government Officials -- Adult Entertainment", University of Wisconsin Extension, Madison, Wisconsin
June 8, 2000	Lecturer, "Structuring Retainer Agreements and Settlement Agreements to Achieve Tax Savings for Both Sides", Western District of Wisconsin Bar Association Continuing Legal Education Program, Madison, Wisconsin.
April 10, 2001	Speaker, "Why We Love Clients Who Don't Listen to Us," Madison Area Business Consultants, Madison, Wisconsin.
March 8, 2002	Lecturer, "Private Investigation and Protecting Work Product," Wisconsin Academy of Trial Lawyers, Green Bay, Wisconsin.
May 31, 2002	Lecturer, "Bedrock Principles of Fee Eligibility and Fee Computation," National Organization of Lawyers for Education Associations, Anchorage, Alaska.
June 29, 2002	Lecturer, "Problematic Case Scenarios After <u>Buckhannon Board & Care Home v. West Va. D.H.H.R.</u> , 532 U.S. 598 (2001)," (with Percy L. Julian, Jr.) National Employment Lawyers Association, Orlando, Florida.
August 10, 2002	Lecturer, "Say Goodnight, Gracie: "Bawdyhouse Nuisance Actions against Adult Businesses," First Amendment Lawyers Association, Denver, Colorado.
May 9, 2003	Lecturer, "Ten Things You Should Know About Suing the Government," State Bar of Wisconsin, Annual Convention, Milwaukee, Wisconsin.

June 13, 2003	Lecturer, "Pitfalls to Avoid in Regulating Adult Businesses," Wisconsin League of Municipalities, Municipal Attorneys' Institute, Green Lake, Wisconsin.
December 17, 2003	Lecturer, "Qualified Immunity," and "Prosecuting Police Misconduct Cases," Lorman Education Systems, Madison, Wisconsin.
April 1, 2005	Lecturer, "Use of Experts to Overcome the Qualified Immunity Defense," State Bar of Wisconsin Individual Rights Section, <i>et al.</i> , Madison, Wisconsin.
September 13, 2005	Lecturer, "What Criminal Defense Lawyers Should Know About Civil Damages Recoveries For Clients Whose Constitutional Rights have been Violated by the Police," Dane County Criminal Defense Lawyers Association, Madison, Wisconsin
February 17, 2006	Lecturer, "Reviewing the Elements of A Well-Drafted Settlement Document," The Labor and Employment Section of the State Bar of Wisconsin, Madison, Wisconsin.
November 10, 2006,	Lecturer, "Winning Fair Compensation for Legal Services in Civil Rights Cases," The Individual Rights and Responsibilities Section of the State Bar of Wisconsin, The American Civil Liberties Union Foundation of Wisconsin, The Wisconsin Employment Lawyers Association, and The National Employment Lawyers Association, Illinois Chapter, Waukesha, Wisconsin.
February 8, 2008,	Lecturer, "Witness Interviewing and Private Investigation for Paralegals," Wisconsin Association of Paralegals, Madison Chapter.
June 19, 2008	Speaker, Tribute to Percy L. Julian, Jr., Western District Bar Association Annual Meeting, Madison, Wisconsin.
February 16, 2009	Panelist, "Attorneys' fees, Attorney/Client Contracts, and Protecting your Fee," 8th Annual Seventh Circuit National Employment Lawyers Association Conference, Chicago Illinois.
October 3, 2009	Lecturer, "Best Practices in the Selection of an Investigative Product," The Professional Association of Wisconsin Licensed Investigators, Inc., Greenfield, Wisconsin.

April 2, 2011	Dinner Speaker, "Ten Things I Learned from Percy Julian," National Lawyers Guild Midwest Regional Conference, Madison, Wisconsin.
May 8, 2012	Lecturer, "A Case Study at the Intersection of Criminal Defense and Civil Rights Offense: The Capitol Protests," Dane County Criminal Defense Lawyers Association, Madison, Wisconsin.
July 30, 2012	Lecturer, "Confronting Challenges to Your Petitions for Attorneys' Fees," American Association for Justice, Civil Rights Section, Chicago, Illinois.
November 8, 2012	Speaker, How to Construct Winning Attorneys' Fees Applications -- Lessons from Recent Decisions on Attorney's Fees Awards, National Police Accountability Project of the National Lawyers Guild, Chicago Chapter, Chicago, Illinois
August 22, 2013	Lecturer, "Broad Name, Narrow Rule: Common-Law Wrongful Discharge in Wisconsin," State Bar of Wisconsin 2013 Health, Labor and Employment Law Institute, Wisconsin Dells, Wisconsin.
October 24, 2013	Lecturer, "Recovery of Attorneys' Fees in Civil Rights Litigation," National Police Accountability Project, San Juan, Puerto Rico
February 25, 2014	Speaker, "Freedom of Speech & Assembly – An Update on the Capitol Protest Cases," Dane County Bar Association, Madison, Wisconsin
April 9, 2014	Speaker, "Summary Judgment Motions," Legal Association for Women, Madison, Wisconsin
October 16-17, 2014	Speaker, "Attorneys' Fees Motions: How to Construct them and how to Exploit their Weaknesses -- Three Lessons from a Recent Case," State Bar of Wisconsin, Milwaukee and Madison, Wisconsin
December 16, 2014	Webcast Speaker, "Constitutional Law Disputes with Local Government," National Business Institute, Inc., Eau Claire, Wisconsin
December 8, 2016	Speaker, "Recovering Damages for Arrested Protestors – The Wisconsin Capitol Cases," State Bar of Wisconsin, Milwaukee, Wisconsin

February 10, 2017	Speaker, "Prior Restraints: What are they, when are they constitutional, and what must they include to be lawful?" First Amendment Lawyers Association, San Diego, California
April 6, 2017	Speaker, "Use of Force in Arrests and Pretrial Detentions: Deadly Force," State Bar of Wisconsin, Madison, Wisconsin
May 1, 2017	Speaker, "Due Process – What Is It and Who Gets It," Dane County Bar Association, Madison, Wisconsin
June 14, 2017	Speaker, "Recovering Damages for Arrested Protestors -- the Wisconsin Capitol Cases," Legal Association for Women, Madison, Wisconsin
December 8, 2017	Speaker, "The Riot Act: The Wisconsin Legislature's Effort to Make Protestors into Felons," State Bar of Wisconsin Annual Constitutional Law Symposium, Milwaukee, Wisconsin
April 6, 2018	Webinar Speaker, "First Amendment Speech for Government Employees: What is Protected?" State Bar of Wisconsin Webcast: Freedom of Speech in the Workplace: Exploring the Rights of Public and Private Employees, Madison, Wisconsin
July 20, 2018	Speaker, "Attorneys' Fees," National Police Accountability Project, Chicago, Illinois
November 19, 2019	Speaker, "Relief, Defenses and Pleading," in "A Section 1983 Overview for General Litigators," State Bar of Wisconsin Civil Rights & Liberties Section, Madison, Wisconsin
July 15, 2020	Speaker, "A Primer for Trial Lawyers on Litigating Excessive Force Cases Against the Police," Wisconsin Association for Justice, Webinar

SELECTED REPORTED CASES

Chief Counsel for the Plaintiff

Sherkow v. Wisconsin Department of Public Instruction, 17 E.P.D. (CCH) Par. 8553, 17 FEP Cases (BNA) 1627 (W.D. Wis. 1978) (employment discrimination/sex under Title VII), aff'd. Sherkow v. State of Wisconsin Department of Public Instruction, 630 F.2d 498 (7th Cir. 1980).

Earl v. Marcus, 92 Wis.2d 13, 284 N.W.2d 690 (Ct. App. 1979)(false imprisonment of tenant by landlord.)

A. O. Smith Corp. v. Wisconsin Labor and Industry Review Commission, 25 E.P.D. (CCH) Sec. 31, 780 (Wis. Cir. Ct., Mil. Co. 1981) (employment discrimination/race case under Wisconsin Fair Employment Act)

Briggs & Stratton Corp. v. Wisconsin Labor and Industry Review Commission, 28 E.P.D. (CCH) Sec. 32, 542 (Wis. Cir. Ct., Mil. Co. 1981) (employment discrimination/race case under Wisconsin Fair Employment Act)

Carpenter v. Board of Regents of the University of Wisconsin System, 529 F. Supp. 525 (W.D. Wis. 1982) (charge filing deadlines under Title VII)

State of Wisconsin ex rel. Adams v. City of Madison Equal Opportunities Commission, 33 E.P.D. (CCH) para. 34,183 (Cir. Ct. Dane County, Wisconsin, 1983) (due process in judicial review)

Carpenter v. Board of Regents of the University of Wisconsin System, 728 F.2d 911 (7th Cir. 1984) (employment discrimination/race/disparate impact under Title VII)

Reichenberger v. Pritchard, 660 F.2d 280 (7th Cir. 1982) (Ku Klux Klan Act conspiracy)

Wakeen v. Hoffman House, Inc., 724 F.2d 1238 (7th Cir. 1983) (employment discrimination/sex/class action under Title VII)

Stearns v. Consolidated Management, Inc., 747 F.2d 1105 (7th Cir. 1984) (employment discrimination/age and sex under Title VII and the ADEA)

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Chief Counsel for the Defense

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Chief Counsel for Amici Curiae

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Felder v. Casey, 150 Wis. 2d 458, 441 N.W.2d 725 (1989) (police misconduct § 1983 statute of limitations) (chief counsel for amicus curiae ACLU of Wisconsin Foundation, Inc.)

State of Wisconsin ex rel. Harlan Richards v. C. William Foust, 165 Wis. 2d 429, 477 N.W.2d 608 (1991) (Wisconsin Public Records Act) (chief counsel for amicus curiae State Bar of Wisconsin Individual Rights Section, by invitation of the Court)

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MISCELLANEOUS

Hobbies and Interests:

Folk Music: I play the banjo and guitar, have performed regularly and promoted concerts featuring both local and nationally-known artists.

Photography

Born: 1950

Religion: Christian

Marital Status: Single